



Pay equality ballot delivers overwhelming Industrial action mandate



International report highlights inadequate funding of Irish education

Ireland excels at world 'Skills Olympics'



A Word from the President – Seamus Lahart

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Campaign to end pay discrimination – significant industrial action mandate from members

A resounding mandate for industrial action in the campaign to end pay inequality has been delivered in a national ballot. At Annual Congress last year, TUI members made clear that their preference was to take industrial action on this crucial issue in conjunction with the other teacher unions. Wherever possible, we will do so, but we must also be cognisant and respectful of the fact that other sovereign unions may wish to pursue their own strategies in this regard. With a general election imminent, such a strong message from members is a valuable weapon for us to have as we seek to finally end this injustice. The Executive Committee will consider



TUI PRESIDENT, SEAMUS LAHART

the range of options open to us for usage of the mandate in as strategic and effective a manner as possible.



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Junior Cycle

The revised Junior Cycle continues to be rolled out in our schools. TUI has issued a clarification to all affected workplaces in respect of workload issues, the text of which is also included in this magazine. Some of the key points are that:

- A CBA replaces a term exam. TUI members will not engage in over-assessment by setting and correcting both CBAs and Christmas exams.
- All class periods must be a minimum of 40 minutes duration.
- The Union has a clear agreement with the Department that the inputting of data regarding Other Areas of Learning (OAL) will eventually become the responsibility of schools, but not until enhanced technology to support data entry and JCPA production is in place.
- SLAR meetings are convened by the subject teacher who has been allocated the two hours for coordination at a time agreeable to the other teachers of that subject.

We have agreed to a high trust model to enable teachers to convene and carry out this work.

Check out the full article on p.20/21 for full details.

TUI continues actively to raise matters that you have identified through its voice on the Junior Cycle Implementation Body. Please continue to keep us aware of any arising issues.

Technological Universities

The progression towards the development of Technological Universities continues, albeit with some difficulties being experienced. Some clarity has emerged on the intentions of Limerick and Athlone Institutes of Technology and also regarding the Connaught/Ulster alliance.

Our members in DkIT are scheduled to take strike action on Tuesday, 19th November over a range of issues, including the failure to pursue the Technological University option.

TUI continues to seek more extensive engagement in other consortia to resolve issues and to lobby for the greatly enhanced funding model which is required. The Union is also seeking to progress the long-awaited workload review in the sector

Great success for Ireland at world 'Skills Olympics'

The ETB and Institute of Technology/TU sectors can take great credit for the fantastic showing of Irish participants in the recent Worldskills event in Russia. Team Ireland competed across a wide range of skills and achieved a magnificent tenth place out of sixty competing countries. The team displayed a wide breadth of skills from the traditional trade areas such as Plumbing & Heating and Construction Metal Work to newer disciplines such as Cloud Computing, Visual Merchandising and Building Information Modelling. The event once again showcased the potential of this most exciting and innovative sector of Irish education and training.

Conditions for so-called 'tutors'

Owing to a lack of progress on the issues contained within the Chairman's note, (i.e. terms and conditions of service for so-called 'tutors'), the TUI referred the matter to the Education Sector Oversight Group for Public Service Stability Agreements. At the time of going to print, a conciliation conference on the matter has been scheduled.

Education still neglected by our politicians

The latest OECD indicators make clear that Irish education continues to be neglected in terms of the investment required to ensure that all students can reach their own personal potential. Overall, of OECD countries, Ireland spends the third lowest proportion of national wealth on education, while the situation at second level is worse again, with spending in Ireland the lowest of the 35 countries for which figures are provided.

As teachers and lecturers in our public education system, you know that it is those from disadvantaged backgrounds who suffer the most from the negative effects of inadequate education budgets. We will continue to draw attention to this unacceptable deficit and will be seeking commitments on education policy from all political parties ahead of the general election.



‘We have run out of patience with Gov complete the process of pay equalisation mandate for industrial action over pay

TUI members have voted overwhelmingly in a national ballot to endorse a mandate for industrial action, up to and including strike action, as part of the campaign to end pay discrimination. Members voted by a margin of 92% to 8% to deliver a resounding message to Government, and this fresh and unequivocal mandate will now be used strategically by the Executive Committee in the fight to finally end the injustice of pay discrimination.

The ballot makes clear that all TUI members, regardless of when they commenced in the profession, remain united on this critical issue.

On publicly releasing the ballot result, the Union yet again expressed its frustration with the Government's inaction on this critical issue and has called for real engagement by Minister for Education and Skills Joe McHugh.

The Union stated that politicians across the political spectrum, including those in Government, have spoken of their commitment to the principle of equal pay for equal work. Regrettably, this has yet to be translated into practical action. With a general election in the offing, TUI will be making this a key issue

TUI President Seamus Lahart highlighted that yet another cohort of teachers has entered the profession being paid at a lower rate than their colleagues for carrying out the same work.

‘It is shocking to think that this injustice has now been in place for over eight years,’ he said.

‘It has been TUI's key priority over that timeframe and good progress has been

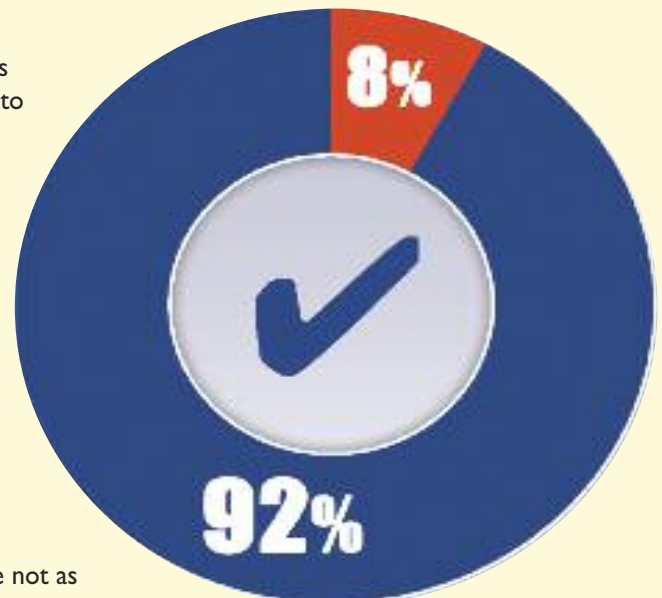
made, most notably with the incorporation of the Honours Primary Degree Allowance into scale and the removal of two points from the ‘new entrant’ scale’. However, there remains an unacceptable gap between those employed before and after 1st January 2011. Over the course of a career, a second level teacher employed after 1st February 2012 would earn some €110,000 less than a pre-2011 entrant.’

‘While the financial losses are not as



acute for other grades, Assistant Lecturers in Institutes of Technology/Technological Universities and a range of other new entrant grades in Further and Adult Education still continue to be paid less in the early career stage than longer-serving colleagues.’

‘Minister McHugh should take heed of the resolve of TUI members in delivering such a strong mandate. They have run out of patience with the Government's failure or unwillingness to complete the process of pay equalisation and are willing to take action, up to and including strike action, unless further progress is made without delay.’



‘The Executive Committee will decide on how and when this mandate can be most effectively used.’

In terms of second level teachers, the largest differences in pay between those employed before and after 1st January 2011 still occur in the early years of employment, with new entrants earning 14% less on initial appointment and 10% less in the first 10 years than they would have before the introduction of cutbacks. It must also be remembered that most new entrants to teaching do not secure a contract of full hours upon initial appointment, many earning just a fraction of the whole-time salary. In addition, they are commencing their career at an average age of 26 – almost always in precarious, temporary posts.

TUI is not looking for preferential treatment for these teachers. We are simply looking for justice, for all teachers to be treated equally.

Government's failure or unwillingness to action' – TUI members deliver strong message on pay discrimination



The damaging effects of pay discrimination on teaching and learning

Pay discrimination is the single greatest cause of the crisis of recruitment and retention in schools across the country. A survey of principals in a sixth of the country's second level schools carried out by TUI in April found that over the previous six months, 94% of schools experienced teacher recruitment difficulties, 68% of schools advertised positions for which no teacher applied, while 47% of schools had unfilled teaching vacancies. In the 2019/20 school year, there is already strong evidence that these difficulties have worsened.

Progress has been made. What has been achieved in the campaign to date?

2013 – Adjustments to scale and reversal of cut to allowances

In 2013, under the Haddington Road Agreement, the gap was narrowed when TUI won important adjustments to the new entrant scale and secured a reversal of the (10%) cut in the value of the

qualifications allowances for those who entered the profession in the period from 1st January 2011 to 31st January 2012.

2016 – Incorporation of Honours Primary Degree Allowance into scale

In September 2016, TUI secured a significant advance when the TUI (with the INTO) negotiated the incorporation of the value of the Honours Primary Degree Allowance (€4,918) into the new entrant scale.

2018 – Removal of points 4 and 8 from new entrant scales

In 2018, as a result of the pressure applied by the TUI and the other teacher unions, agreement was secured that the 4th and 8th points of the public service new entrant scales, including the teachers' scale, would be removed. For new entrant teachers, this again narrowed the gap and, significantly, brought the scale back (from 27) to 25 points. In a national ballot in October 2018, TUI members voted to accept the proposal "in the context of the Union's ongoing campaign for pay equality".

What remains to be achieved in the campaign?

The following measures are required to end pay discrimination:

- Elimination of the remaining differences in the early points of scale (Teacher, Assistant Lecturer, Youthreach Resource Person, BTEI Adult Educator, Adult Guidance Counsellor/Coordinator, Adult Literacy Organiser and Community Education Facilitator).
- Payment of the H.Dip./PME allowance to those who started teaching on or after 1st February 2012 (Teacher)
- Commencement on point 3 of scale in recognition of the six-year (primary degree and PME) unpaid training period (Teacher)

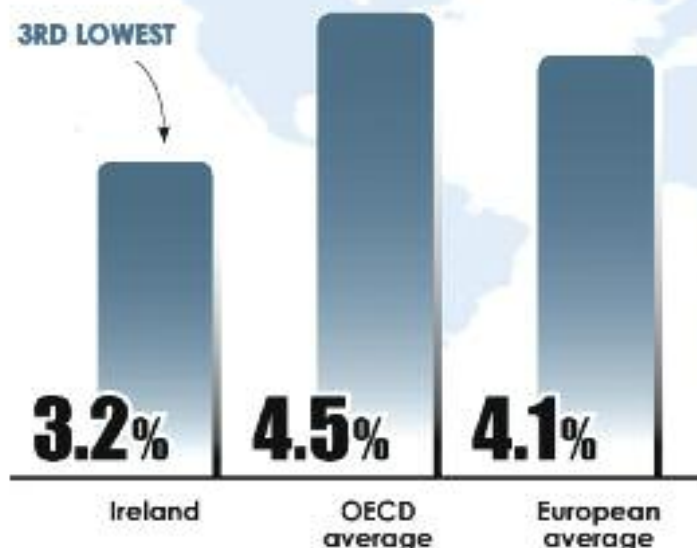
International report highlights value of educators and continuing funding deficit in Irish education

>> Ireland bottom of the pile in terms of overall investment

OVERALL INVESTMENT

Of the 31 countries for which figures are provided, only two spend a lower proportion of national wealth on education than Ireland.

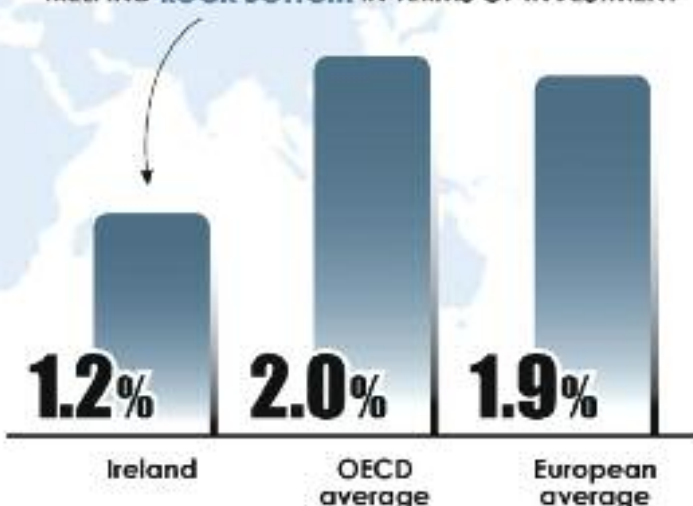
3RD LOWEST



EXPENDITURE AT SECOND LEVEL

Of the 35 countries for which figures are provided, Ireland spends a lower proportion of national wealth than any other at second level.

IRELAND ROCK BOTTOM IN TERMS OF INVESTMENT



>> More teaching hours for Irish teachers

ANNUAL TEACHING HOURS AT UPPER SECONDARY

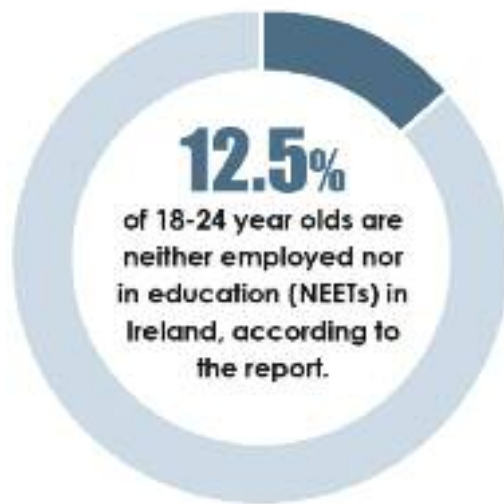


Finland, France, Germany, Iceland, Italy, Spain and Korea are among those countries with lower numbers of teaching hours

The latest set of OECD international indicators, *Education At A Glance 2019*, highlights the high quality work of Irish teachers and lecturers. The report also confirms the continuing failure of Government to appropriately fund education in Ireland.



» Vocational and further education sector offers solution for those neither employed nor in education (NEETs)



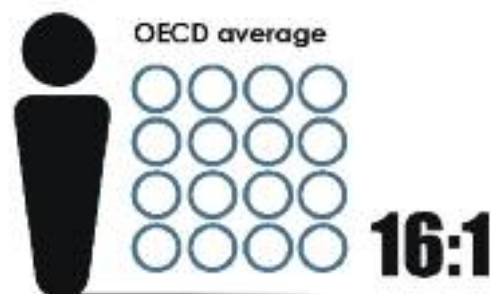
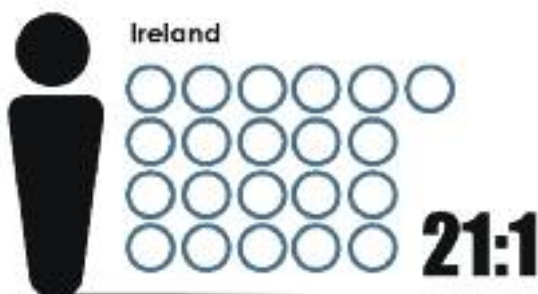
Ireland has the **2nd lowest** enrolment rate of 15-24 year olds of 36 countries in vocational and educational training.



Our public further and adult education sector should be appropriately funded and equipped to support this vulnerable cohort of the population. Apprenticeships could play a crucial role here also.

» High ratio of students to teaching staff at third level

THIRD LEVEL STUDENTS TO ACADEMIC STAFF RATIO



Irish team excels at ‘Sk



RAY ENGLISH (DIT), RYAN MCLOUGHLIN, ADAM FLYNN, MEGAN YEATES, SEAMUS LAHART, HANNA MATHE AND DONAL KEYES (DIT).

Ireland took home four gold medals, one bronze medal, a Best of Nation medal and seven Medallions for Excellence at the 45th WorldSkills Competition in Kazan, Russia. The results at an event that is commonly described as a ‘Skills Olympics’ saw the Irish team achieve 10th place in the world out of sixty competing countries, a remarkable achievement for a relatively small team and a huge endorsement of the ETBs and Institute of Technology/ Technological University sectors that most of the team study or studied in.

TUI members Michael Hourihan (CIT) and Ray English (TU Dublin), Ireland’s delegates to WorldSkills International, said that Team Ireland was delighted with the results.

Through international cooperation and development between industry, government, organisations, and institutions, WorldSkills promotes the benefits of and need for skilled professionals through grass-roots community projects, skill competitions and knowledge exchange. The WorldSkills Competition, which is held every two years, is the world’s largest professional education event.

Team Ireland members competed against the clock over the course of the four-day event, under the watchful eyes of their peers, their fellow competitors from over 60 countries and the public. The competitors took part in diverse range of skills competitions from the craft areas such as Plumbing & Heating, Construction and Metal Work to newer areas such as

Cloud Computing and Building Information Modelling.

The Irish team of competitors came from Donegal, Waterford, Cavan, Kerry, Wexford, Offaly, Kildare, Galway, Longford, Dublin, Limerick, Roscommon, Kilkenny and Cork. The team trained in TU Dublin, institutes of technology (CIT, LIT, WIT, DKIT, IT Carlow & AIT) and education and training board colleges (Kerry ETB, Waterford Wexford ETB, Limerick Clare ETB, Donegal ETB, Dublin Dún Laoghaire ETB) and the Shannon College of Hotel Management.

Ireland’s official member of WorldSkills is the Department of Education and Skills, which became the seventh member in 1956. WorldSkills has now over 80 members. Ireland has participated in all of the 37 WorldSkills Competitions held since 1957.

Details of Winners

Gold went to Olivier Bal-Petre in the category of Cloud Computing. Olivier also won a ‘Best of Nation’ medal for the highest scoring competitor from Team Ireland.

Gold went to Megan Yeates from Kildare in Freight Forwarding.

Gold went to Ryan Dempsey from Dublin in Building Information Modelling (BIM).

Gold also went to Luke O’Keefe from Kilkenny in Building Information Modelling (BIM).



ADAM FLYNN WINS BRONZE IN INDUSTRIAL MECHANIC



ALLANAGH O SULLIVAN COMPETING IN BEAUTY THERAPY

Skills Olympics' in Russia

Bronze went to Adam Flynn from Waterford in Industrial Millright Mechanic (IMM).

The Medallions for Excellence were awarded to Christopher Kehoe (Wexford) for Welding, Cormac Thompson (Roscommon) for Aircraft Maintenance, Hanna Mathe (Waterford) for Cookery, Jack O'Donnell (Galway) for Plumbing & Heating, Patrick Twomey (Cork) for Construction Metal Work, Ruairí Grealish (Galway City) for Restaurant Service and Jack Lynch (Cavan) for Cabinetmaking.

Further information on WorldSkills and Ireland Skills Live is available at www.worldskills.org and www.irelandskillslive.ie



OLIVIER BAL PETRE WINS GOLD IN CLOUD COMPUTING



LUKE O'KEEFE COMPETES IN BIM



MEGAN YEATES WINS GOLD IN LOGISTICS-FREIGHT



CORMAC THOMPSON COMPETING IN AIRCRAFT MAINTENANCE



JENNY MANGAN COMPETING IN VISUAL MERCHANDISING



RYAN DEMPSEY COMPETES IN BIM



RYAN MC LOUGHLIN COMPETING IN BRICKLAYING

Teaching Council elections 2020

Elections to the Teaching Council will take place early next year (2020) and it is expected that the Teaching Council will publish its election schedule shortly.

In accordance with previous practice, the TUI will be seeking to endorse a candidate in three of the five constituencies open to registered post-primary teachers. The three constituencies are as follows:

Post-Primary ETB

- Ireland North (1 seat)- The following counties: Cavan, Donegal, Galway, Kildare, Leitrim, Longford, Louth, Mayo, Meath, Monaghan, Roscommon, Sligo and Westmeath.
- Ireland South (2 seats) - The following counties: Carlow, Clare, Cork, Dún Laoghaire– Rathdown, Fingal, Kerry, Kilkenny, Laois, Limerick, Offaly, Tipperary, South Dublin, Waterford, Wexford and Wicklow and the city of Dublin.

Post-Primary Community and Comprehensive

- Connaught/Leinster/Munster/Ulster (1 seat).

Nominations for TUI endorsement are sought from branches for these three constituencies. In order to nominate a member for a particular constituency, the branch must be in the constituency and the member seeking TUI endorsement must be registered to teach in that constituency. Therefore, any ETB branch in Ireland North may nominate in respect of that constituency. Any ETB branch in Ireland South may nominate in respect of that constituency and any branch in the country representing C&C school/s may nominate for the C&C constituency.

A branch may nominate a member of the branch or may nominate a member from another branch in the constituency. A member seeking TUI endorsement through this process must be nominated by her/his own branch. While it would be preferable to have the nomination as an agenda item for a

Branch meeting, the time constraints are such that nomination by the Branch Officers will be accepted, provided that members in the schools/centres in the Branch are notified that such a nomination is to be made by the Branch Officers and are invited to forward the names of any member/s of the Branch they wish to be considered for nomination by the Branch Officers.

In the case of a two-seat constituency such as Post-Primary ETB – Ireland South, the regulations governing the Teaching Council elections stipulate that one male and one female candidate must be elected. That being the case, the TUI will endorse one male and one female candidate. Therefore, Branches in that constituency may nominate one male and one female for TUI endorsement. Please note that this applies only to that two-seat constituency.

Nominations, in writing on the proforma sent to branches and workplace representatives, must reach TUI Head Office by 5 p.m. on Thursday 28th November 2019.

A properly signed nomination form submitted as an email attachment (along with the agenda for the meeting) will be accepted, provided that the hardcopy follows. Emails should be sent to Nadia Johnston (njohnston@tui.ie).

The letter of nomination, which must be signed by the Branch Chair or Branch Secretary, must include the following details in respect of each nominee:

- Name and address of her/his school/centre
- Teaching Council registration number
- Contact details: email and telephone

Where necessary there will be an electoral process to determine the candidate/s to be endorsed by the TUI in each constituency. **The process** will be as follows:

- All valid nominations received by 28th November 2019 will be issued to all

branches within the constituency in question. This will be done:

- by posting the names on the TUI App as soon as possible after 5 p.m. on 28th November and
- by letter/email to branches immediately thereafter.

- Each branch in a one-seat constituency will be asked to vote **for one candidate only** in that constituency and to indicate such preference to this office by 5 p.m. on Wednesday 18th December 2019. This vote must be an agenda item (**‘Teaching Council elections – selection of candidate for TUI endorsement’**) and must take place at a properly convened Branch meeting.
- In a two-seat constituency, each branch will be asked to vote for one male and one female candidate in that constituency and to indicate such preference to this office by 5 p.m. on Wednesday 18th December 2019. This vote must be an agenda item (‘Teaching Council elections – selection of candidate for TUI endorsement’) and must take place at a properly convened Branch meeting.
- To take account of the differing sizes of branches, the vote of each branch will be weighted according to the number of delegates which the branch was entitled to send to Annual Congress 2019. Thus, branches will have their votes counted on the following basis:

Members	Delegates
1 - 30	1
31 - 60	2
61 - 90	3
91 - 120	4
121 - 150	5
151 - 180	6
and so on.	

Once candidate/s are identified by this process, those candidates and **only those candidates** will receive the full support of the TUI as necessary and all TUI members in those constituencies will be encouraged to vote for the TUI endorsed candidates and only for those candidates.

TUI professional development course in trade union practice

The inaugural TUI professional development course in trade union practice has commenced. The course, which will be delivered through both face-to-face and online learning, will offer a high standard of training to members which will enable them to understand how a trade union works while achieving a recognised qualification.

In building the course, TUI has forged an alliance with the Trade Union Education Centre, situated in Glasgow College, Scotland, which has extensive experience in providing training for union representatives.

Pictured with the first group of TUI activists to take the course are Union President Seamus Lahart, General Secretary John MacGabhann, Assistant General Secretaries John O'Reilly and Joanne Irwin and Trade Union Education Centre tutors Scott McCabe and Mark Pollitt.



Members who are not paid over holiday periods

TUI members who are not paid over the holiday periods (e.g. maternity cover, substitutes etc.) should be reminded to sign on at their local DSP Intreo



Download the TUI Members' APP today

Available from Google Play and Apple App Store by searching for the keywords 'TUI members'

BENEFITS OF THE APP:

- ✓ Newsfeed
- ✓ Push notifications on national and local issues/events
- ✓ Access to a membership card
- ✓ Ability to update personal and work details
- ✓ Access to the TUI repository of documents



FREE TO DOWNLOAD

The TUI website is an important source of information for members. It contains updated news items, circular letters, agreements, TUI News back issues, press releases and a range of important information on employment and conditions of service.

Calendar of events on the TUI website – Upcoming Branch Meetings and Union Activities

As an additional measure to enhance communication around upcoming Branch meetings and other important union activities, the Union has introduced a calendar of events on its website. Keep an eye on it (accessible from 'News and Events' dropdown menu) for details of upcoming meetings in your area.

In this regard, we are reminding Branch officers, in cooperation with their Area Representative/s, to inform Head Office of the detail of the schedule for their Branch.

When supplying details of upcoming meetings, the following fields of

information are required in each case:

- Title of event (e.g. Co.Tír Eile Branch Meeting)
- Location
- Date
- Time

Details should be sent to Marie Sandland (msandland@tui.ie) as far in advance as possible (and at least 7 days in advance) so that they can be uploaded onto the calendar.



VOLUNTEER OVERSEAS

Choose to make a difference!



... ever felt you wanted to go the extra mile but didn't know where to start?

... ever wish you could do more than just give money in a collection basket?

Maybe you should volunteer abroad with VIDES Ireland

VIDES Ireland is part of an international Volunteering Organisation which promotes voluntary service abroad working with young people and women on Salesian missions in Africa and other areas worldwide.



What's involved?

- Over the age of 20
- Adaptable, open to cultural difference
- 2 - 3 months abroad
- Many different roles/work
- Attend preparation meetings and training
- You cover cost of travel only - VIDES covers the rest
- On return feedback and support other volunteers

For enquiries, to volunteer, please contact:

Email: videsireland@gmail.com

Phone: 087 9630353 or 087 7105435



Interested in participating in research on teacher work-life balance and wellbeing?

A request from Kyzia Bacat, a final year Psychology student from Dublin Business School.

'I am conducting my dissertation entitled "Primary and Secondary Level Academic Staffs: Assessing Motivation, Satisfaction, Work-life Balance and Psychological Wellbeing". As the title indicates, I will compare the factors affecting the psychological wellbeing and work-life balance between primary and secondary school teachers in Dublin. The areas I will be covering are stress, burnout, motivation, satisfaction, and work-life balance. This is an anonymous survey and participation is voluntary in all or in part. Feel free to contact me on my college email 10368230@mydbs.ie if you're willing to take part in the study or if you have any questions about my research. I would appreciate your help and am looking forward to hearing from you soon. Thank you very much.'



© Sightsavers/Jason J Mulikita

Little Nalukena has only ever known pain...

We urgently need your help to reach children like two-year-old Nalukena from Zambia.

She has suffered with trachoma her entire life. It makes her eyelashes turn inwards, scraping against the eye with every blink. If left untreated, trachoma can cause irreversible blindness, which could destroy her future.

Sightsavers has been fighting trachoma for decades and now, at last, the end is in sight. You can help us provide the vital antibiotics to treat more children like Nalukena – and eliminate the disease for good.

Will you give €30 and help end the agony of trachoma – for good?

It costs just €0.17 to provide the antibiotics needed to treat one child for trachoma.

Return your form, visit sightsavers.ie or call **01 663 7666** to make your gift today. **Thank you.**

Sightsavers is committed to the highest standards of transparency, governance and accountability to ensure we deliver maximum value and impact with your generous donations. Sightsavers is fully committed to the Charities Regulator's Guidelines for Charitable Organisations on Fundraising from the Public and also fully adheres to the Dóchas Code of Conduct on Images and Messaging. Your donation will be used to support our work wherever the need is greatest. Thank You.

Registered Charity Number 20053246

Yes, I'll send a gift and help end the agony of trachoma

Here is my gift of: €15 €30 €50 €100
 Or surprise us! € -

Title _____ First name _____ Surname _____

Full home address _____
 _____ Postcode _____

Are you happy to receive updates on the work you are helping to make possible by email or telephone? If so, please fill in your details below.

Telephone number _____

Email _____

We'll contact you from time to time using the details you've provided, which may include correspondence about claiming tax back, but we'll never sell or share your data. If you'd rather not hear from us, please let us know by emailing info@sightsavers.ie or calling 01 663 7666.

I enclose a cheque postal order (payable to Sightsavers)

OR I would like to pay by MasterCard Visa

Please do not send cash by post.

Card number

Valid from / Expiry date /

Name on card _____

Signature _____ Date /

Please return your completed form to **Sightsavers, First Floor, Spencer House, Spencer Row, Freeport FDN5241, Dublin 1.**

Struggling with credit card debt?

Talk to the Teachers' Union of Ireland Credit Union (TUICU)

MORE than half of adults in Ireland own a credit card. However, a substantial six in ten don't know what interest rate they pay. This is despite the fact that most credit card owners use their plastic extremely frequently. The majority of adults tend to use their cards every month for ad hoc spending, rather than for one-off purchases throughout the year. The findings were revealed in a new, national survey commissioned by the Irish League of Credit Unions (ILCU).

Credit card interest

Close to three quarters of adults in the survey felt that credit card companies don't do enough to explain how interest rates work. More than two thirds agreed that the general public lacks understanding of how credit card interest works. It's understandable then that many don't know where to turn when they can't figure out why the interest

mounts on each credit card bill.

Mr Paul Roche, CEO says that TUICU can help: "Our friendly staff are always available to talk about complex financial terms and ensure that our members fully understand any financial product they avail of. In fact, we would encourage anyone struggling with their credit card bills to come in to us for a chat and see how we can help."

Approach us for guidance

"We know there is a worrying lack of knowledge amongst credit card users about both the rate of interest being charged and how the interest actually works. Part of our ethos at the TUICU is financial education – so anyone struggling to come to grips with credit card interest, or other financial issues, is welcome to approach us for guidance."

Paul continued: "For those who feel they might rely on their credit



Mr Paul Roche,
CEO of TUICU

"We know there is a worrying lack of knowledge amongst credit card USERS ABOUT both the rate of interest being charged, and how the interest ACTUALLY works"

card too much, or think they have no other option but to use the card, we would encourage them to speak to us about a credit union loan. Interest rates on our loans are far better value than even the lowest interest rate on a credit card in Ireland.

"Our loans are approved quickly and terms and conditions are straightforward and transparent, with no hidden fees. Our friendly loan officers are always more than happy to take the time to go through all the finer details with the borrower and ensure they fully understand monthly repayments and the total cost of credit."

Debt consolidation

In addition, TUICU also offers a debt consolidation loan. The product aims to help members refinance high interest debts – and combine all of their debt into a single, straightforward payment at a fair and reasonable rate.

A restructured payment like this can ease the pressure and make it easier for people to get on top of their debt and manage it in a way that suits their everyday lives.

Debt Consolidation Loans MULTIPLE Loans

Take control of YOUR finances.
Rates as low as 8.26% (8.59% APR)*

99% Loan approval
rate DURING 2018



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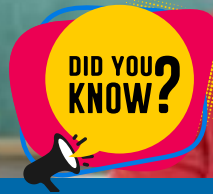
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*Warning: if you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating, which may limit your ability to access credit in the future. The cost of your monthly repayments may increase. Loans are subject to approval. Terms and conditions apply.












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OUR office on 01 426 6060.
Online: www.tuicu.ie



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Rates as low as
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Maximum Loan €2,000
Closing date 20th December 2019

Apply online at
www.tuicu.ie

**APPLY
ONLINE
TODAY!**

*Warning: if you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating which may limit your ability to access credit in the future. The cost of your monthly repayments may increase. Loans are subject to approval. Terms and conditions apply.

Leading role of students is a major mobilising moment and an opportunity to build momentum for climate justice



TUI MEMBERS SUPPORTING CLIMATE STRIKE IN DUBLIN ON SEPTEMBER 20TH

The Teachers' Union of Ireland is continuing its public support for the efforts of our student leaders in relation to the International Climate Strikes. As you are also aware, TUI Annual Congress 2019 reiterated the Union's support through the passing of Emergency Motion No. 1:

Congress instructs the Executive Committee to express public support for the second student global climate strike on May 24th and their ongoing campaign.

As part of the statement of support, Congress also instructs the Executive Committee to establish a climate change advisory committee to make recommendations and present concrete steps on how TUI can significantly reduce its carbon footprint and show leadership in tackling the current and future climate change crisis.

The TUI publicly supported the Student Global Strikes to date. This included financial support for the rally held in Merrion Square on the 24th May 2019.

The leading role of students in this campaign is a major mobilising moment and an opportunity to build momentum for climate justice in Ireland and globally. For our part, we in TUI will continue to engage with the students that we teach and continue to liaise with the Schools' Climate Action Network (SCAN) in supporting and

promoting their work. As a trade union representing educators, our aim is to stand with students, amplify their voices and support them in their endeavours to put climate action and climate justice at the top of the national and international political agenda.





Car and Home Insurance for Teachers



Drive away happy

Save €30 online*

as a TUI member, great value for you and your partner.

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**Right now you'll enjoy two months free cover, when you are a new home insurance customer of Cornmarket, and your policy starts between 01/10/19 and 15/11/19. Subject to a minimum premium of €335.52, inclusive of Government levy. Underwriter terms and conditions apply.



Discounts are applied at quotation stage. We are unable to issue discounts retrospectively. *The online discount is only available to new car insurance customers of Cornmarket, applies in year one only and is inclusive of Government levy. The Teachers' Car Insurance Scheme available through Cornmarket is underwritten by RSA Insurance Ireland DAC. RSA Insurance Ireland DAC is regulated by the Central Bank of Ireland. The Home Insurance Scheme available through Cornmarket is underwritten by Allianz p.l.c. Allianz p.l.c. is regulated by the Central Bank of Ireland. **Discount applies in year one only and is inclusive of Government levy. Only one discount can be used with each eligible proposal. Two months free home insurance in year 1 is based on a 16.7% discount off the normal year 1 Allianz premium, and is only available to new home insurance customers of Cornmarket. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes.

Important dates to Annual Congress 2020

23rd September 2019

Nomination forms for annual elections issued.

18th December 2019(R)

Last date for receipt of motions for Annual Congress 2020 from Branches, Executive Committee and Security Fund Committee to Head Office for submission to Standing Orders Committee.

31st January 2020

Last date for receipt of nominations for positions of Vice-President, Security Fund Committee (3 vacancies), Standing Orders Committee for Areas 14 and 16 and Area Representatives for the following areas:

Area:

- 1 Wicklow, Kildare, Laois and Carlow
- 3 Cavan, Monaghan, Louth and Meath
- 5 Tipperary N.R., Clare and Limerick City
- 7 Kerry, Limerick County
- 9 Cork City and Cork County
- 11 Galway City, Galway County and Mayo
- 13 C&C Schools in Counties Cavan, Dublin, Kildare, Louth, Meath, Monaghan, Wicklow
- 15 Third Level Colleges – Dublin (excluding City), Louth, Monaghan, Cavan, Meath, Kildare, Offaly, Laois, Wicklow, Carlow, Kilkenny, Wexford
- 17 Third Level Colleges - Cork, Tipperary and WIT
- 19 Third Level Colleges – Kerry, Limerick, Clare, Galway, Mayo.

Please note that nominations will close at 2.30 p.m. on 31st January, (rather than 5.00 p.m).

10th February 2020(R)

Preliminary Agenda will issue to Branches

11th February 2020

Issue of ballot papers for elections.

25th February 2020(R)

Last date for receipt of:

- amendments to Preliminary Agenda
- order of priority for motions in each section
- names of delegates to Congress.

6th March 2020

Last date for receipt of annual election ballot papers.

23rd March 2020(R)

Issue of Final Agenda, General Secretary's Report and Accounts by post and Annual Report by email.

7th April 2020(R)

Last date for receipt of questions on the Annual Report and Annual Accounts.

14th April 2020

Annual Congress opens

Note:

Rule 14 (ii) which reads as follows determines the number of delegates:

“One delegate from each Branch of which the members in benefit do not exceed thirty and one delegate for each fraction of thirty, as per the following table:

Members	Delegates
1 - 30	1
31 - 60	2
61 - 90	3
91 - 120	4
121 - 150	5
151 - 180	6

and so on”.

In-benefit members for the purpose of arriving at the number of delegates to the Annual Congress are fully paid-up members for the month of December whose subscriptions have been received by the General Secretary on or before the last Friday in February, i.e. Friday, 28th February 2020.

Delegates to Annual Congress shall be elected by their Branches at the Annual General Meeting or at a properly convened Branch Meeting where the item appears on the Agenda.

1st May 2020

Last date for receipt of nominations for the position of President.

8th May 2020

Issue ballot papers for election of President.

27th May 2020

Last date for receipt of ballot papers for Presidential election.

Note: (R) = Under Rule

Annual Congress 2020

14th – 16th April 2020

Congress 2020 will take place in Killarney, Co. Kerry. It will be held in the INEC and the Gleneagle Hotel.

Reservations for accommodation during Annual Congress can be made with the following hotel:

The Gleneagle Hotel

Tel: 064 6671550 Email info@gleneaglehotel.com

B&B €135 twin/double room

€115 single room

Bookings must be made 60 days before Congress to avail of these rates.

B&B Accommodation:

There are a number of B&B Houses close to the Hotel. Killarney Tourist Office will be happy to give you names and contact numbers should any members require B&B accommodation.

Reservations

Reservations should be made directly with the hotels. There are no booking forms required.

Crèche

A crèche under professional supervision will be provided by the Aquila Club, located in the Gleneagle Hotel. Further information regarding the crèche, including application forms, will be sent to you at a later date.



Meals at Congress

All meals will be available in the INEC complex i.e. lunch and an evening meal.

Venue

Delegates to Congress should be made aware that the Tuesday and Wednesday sessions of Congress will be held in the main hall in the INEC and the Thursday morning session will be held in the Ballroom. Further details on these arrangements will follow.



Junior Cycle – Important cla

As you are aware, the Department recently issued Circular 55/2019 in relation to 'Arrangements for the Implementation of the Framework for Junior Cycle with particular reference to school year 2019/20'.

In this context members are reminded:

1. **That a CBA in a subject replaces a house/term examination in that subject.** Conducting both, breaches the agreement, increases the workload for teachers and constitutes the 'over- assessment' that we are asked to avoid. An ambition of the reform of Junior Cycle is "to minimise the cumulative burden on students and teachers of multiple assessments across the full range of subjects". As the agreement states "in this context, the Classroom-Based Assessments will substitute for other assessments currently undertaken in the school such as in-house examinations, as appropriate".

The TUI will support any member who, in order to uphold the agreement and apply best practice, refuses to set, mark or otherwise administer a term exam for a class that is undertaking a CBA in the subject.

2. **The agreement also requires that all class periods be a minimum of**

40 minutes long. Class periods of less than 40 minutes are not allowed. If a member is timetabled for a class period of less than 40 minutes that represents a breach of the agreement. In such a case, management should be advised that there is a breach and be asked to rectify the situation without delay. If management is reluctant to make the necessary adjustments or refuses to do so, the Branch should be so advised and a collective grievance lodged. Please note that there is no provision in the agreement for the allocation of class periods of less than 40 minutes to "fill out" a teacher's timetable to 21 hours 20 minutes.

3. **The TUI has a clear agreement with the Department that the inputting of information/detail/comments regarding Other Areas of Learning (OAL) will eventually become the responsibility of schools but not until enhanced technology to support data entry and JCPA production is in place. The technology required for this process is not yet in place;** it is still under development. Pending the technological resolution, it is a matter for the Department to finalise an appropriate measure for the 2019 exams that does not involve members of the TUI. Members are therefore advised that the data entry relating to

OALs is not their work and that they are not to input this data on JCPA other than in original report form. As per the agreement teachers are not expected to make multiple entries of the same information. The agreement also outlines that there would be no increase in workload.

4. **Professional Time: The 40-minute professional time provided within timetable is available to teachers on the basis that they will use this time flexibly in available time periods and in carrying forward time to facilitate professional collaboration.** Teachers may also use the time periods for individual planning, feedback or reporting activities relating to Junior Cycle. The only use of the professional time that requires bundling is for the 2-hour SLAR meetings. This is designed as a high trust model that is task-oriented. The model does not envisage or need micro-management by a school's senior management team. Teachers are not required to specify in detail how they utilised this provision.
5. **SLAR Meetings: Each teacher attending a SLAR meeting utilises 2 of her/his 22 hours of professional time for the purpose.** In addition to the professional time, the agreement

Clarification on workload issues

also provides an additional two hours of paid substitution per SLAR meeting (to be allocated by school management to teachers on a rotational basis) for the preparation and co-ordination of that SLAR. The coordinating teacher will organise the SLAR meeting at a time most convenient to, and in consultation with, the relevant teachers of that subject.

6. Management Resource Hours: Purpose of Management Resource Hours:

Some or all of the following activities may be included:

- Supporting the Principal/ Deputy Principal with planning, communication and organising substitution for teachers attending in-service;
- Scheduling of in-school CPD events and liaison with JCT in planning visits;
- Overseeing the scheduling of SLAR meetings;
- Liaising with the coordinators of SLAR meetings;
- Overseeing the new Classroom-Based Assessment (CBA) reporting procedures for subjects and for L2LPs, L1LPs and short courses to parents/guardians.
- Organising administration of the Assessment Tasks and making the necessary arrangements for returning the Assessment Task to the SEC.

The inputting of OALs for JCPA does not form part of the duties and should not be done.

Management Resource Hours may not be used, in whole or in part, for any purpose other than those specified above.

Management Resource Hours are not allocated in perpetuity to any one teacher. Expressions of interest are to be invited by management each year and the hours allocated annually.

Junior Cycle Implementation Committee

The TUI will, as and when necessary, bring any concerns regarding the implementation of the reformed Junior Cycle to the Implementation Committee. Members should let us know, through the local Branch and Area Representative, whenever issues of concern arise.

TechnoTeachers Association

The national conference of the TechnoTeachers Association, which represents teachers who teach the practical suite of subjects, took place in the South Court Hotel, Limerick on 11th and 12th October. There was a wide range of events with many informative displays, presentations and interactive workshops for delegates to participate in, as well as many sponsored displays by businesses involved in this area. The TUI president, Mr Seamus Lahart and many TUI members attended over the two days.



CHAIRPERSON OF THE TECHNOTEACHERS ASSOCIATION (TTA) STEPHEN O' BRIEN MAKING A PRESENTATION TO TUI PRESIDENT MR SEAMUS LAHART AT THE TTA CONFERENCE. MR LAHART IS A FORMER MEMBER OF THE TTA.

TUI members support Fórsa School Secretary campaign rallies

TUI members supported Fórsa's school secretary campaign rallies that took place in Dublin, Cork and Donegal on September 7th. Fórsa is campaigning for pay justice for school secretaries, most of whom are very poorly paid and have irregular contracts.

TUI has a long-standing position that the provision of education in the state is a core element of the social contract and a vital public



TUI MEMBERS SUPPORT SCHOOL SECRETARIES RALLY IN DONEGAL



TUI VICE PRESIDENT MARTIN MARJORAM WITH INTO PRESIDENT FERGAL BROUGHAM AT DEPARTMENT OF EDUCATION RALLY

service. In this regard, it is also our position that the staff providing this public service should be considered to be, and should receive all of the benefits and entitlements of, equivalent public servants. The TUI fully supports Fórsa in its campaign to secure this recognition, and the associated security, for its members.

Updates from the Teaching Council

Summer Graduate Registrations

Each year, the Teaching Council offers a fast track registration process to newly qualified teachers (NQTs) from the Irish higher education institutes. This year, in excess of 3,100 graduates were offered this process. Of this number, 93% returned the forms and the majority of their registrations were finalised within two to three weeks. The remaining 7% have not yet engaged with the Council but can still register through the standard registration process. Teachers and schools should note that only registered teachers are eligible to receive a State-funded salary and that, under the law, it is not possible to backdate registrations to cover periods of non-registration.

Droichead 2019/2020

The application process for Droichead (the integrated professional induction framework for Newly Qualified Teachers) opened for this school year on Monday, 2 September 2019. Within the first fortnight, over 1,500 applications were received. This represents a 50% increase on the applications received during the same period last year. Once an eligible application

is received and processed, the NQT is issued with a confirmation email which enables them to commence the process in the school and to undertake the first cluster meeting. NQTs and schools can find more information on the Council's website and in the Droichead section under Frequently Asked Questions. Teachers who may be moving between the traditional processes (e.g. Probation/Post-qualification Employment/ Induction Workshop) and the newer Droichead process are advised to check the Transitional Arrangements 2019/2020 which are also published on the Council's website (teachingcouncil.ie).

Vetting for Employment

The Teaching Council has been made aware that some schools are asking substitute teachers - who are not registered with the Council or not in the process of registering with the Council - to complete vetting via the Council. It is important for all school employers to be aware that the Teaching Council only has the legal remit to process vetting applications for registered teachers and for applicants for registration. Only student teachers who are due to qualify and register in 2020 may undertake vetting as

part of their registration process. The Teaching Council does not have any legal remit to process vetting applications for other student teachers or for anyone who is not registered or in the process of applying for registration with the Council. In such instances, the schools should consult DES Circular 31/2016 which is available through the Department of Education and Skills' website.

Re-vetting of Registered Teachers

Over the past year the Council has successfully engaged with more than 34,000 registered teachers who held the old paper-based vetting result letter. To date a total of 101,000 teachers have completed e-vetting and now hold the updated National Vetting Bureau Disclosure. The Council thanks all those who co-operated with the process. A small number of teachers have yet to comply with both stages of the vetting application process which will have to be completed in advance of their renewal dates. It is anticipated that by the New Year almost all registered teachers will have completed the process and hold the updated vetting.



WORLDWISE GLOBAL SCHOOLS

Want Your Students To Become Active Global Citizens?
Look No Further!

WorldWise Global Schools (WWGS) is the national programme for Global Citizenship Education. It is a one-stop-shop for training, funding, resources and guidance for post-primary schools to engage in Global Citizenship Education.

**SUBMISSION
DEADLINE:
28 FEB 2020**

GLOBAL PASSPORT AWARD

The Global Passport Award is an EU recognised quality mark, which offers schools a framework to integrate Global Citizenship Education (GCE) into their teaching and learning.

It is a self-assessed and externally audited accreditation for GCE that is open to all post-primary schools in Ireland.

Awards

There are 3 different types of Passport you can apply for depending on your school's level of engagement with GCE:



Citizens Passport
for emerging engagement with Global Citizenship Education



Diplomatic Passport
for established engagement with Global Citizenship Education



Special Passport
for exceptional engagement with Global Citizenship Education

What is involved?

Using an online application, you review and score your school's level of GCE activity across 6 categories (Passport 'Stamps'), providing examples for what your school is doing in each.

WWGS externally appraise the application. The final score achieved across all 6 stamps will determine which of the three Passport Award levels is awarded to your school.



What supports are offered?

WWGS provide a range of free supports:

- Global Passport Guide to assist with planning
- In-school workshops and support visits
- Phone and email support
- Tailored resources and practical examples on each of the Passport "Stamps".

WHAT IS GLOBAL CITIZENSHIP EDUCATION?

An educational process which enables students to develop the knowledge, skills, attitudes and values necessary to become global citizens who take action to transform the world we live in for the better.

HOW DO I FIND OUT MORE /APPLY?

For more information please contact:

Tel: 01 685 2078

Email: global.passport@worldwiseschools.ie

Web: <http://www.worldwiseschools.ie/global-passport/>

Twitter: @WorldWise_Irl

Facebook: @WorldwiseGlobalSchools



An Roinn Gnóthai Eachtracha agus Trádála
Department of Foreign Affairs and Trade

WWGS is being implemented through a consortium comprising Self Help Africa, Concern Worldwide and the City of Dublin Education and Training Board Curriculum Development Unit.



New arrangements for PAYE reporting

Text provided by Revenue

Introduction

The new arrangements for PAYE reporting came into operation on 1 January 2019, representing the most significant reform of the PAYE system since its introduction in 1960. The changes mean that every time employers pay their employees, they report the pay and statutory deduction details to Revenue as part of the payroll process.

This new reporting system means benefits for PAYE customers in managing their tax affairs. The quickest and easiest way to manage your tax affairs is through Revenue's online system myAccount.



Online Enhancements

To ensure our customers benefit from the availability of real time information, Revenue continues to make enhancements to our online services.

Recent enhancements allow you to:

- View your pay and tax details
- Download a secure pay and tax summary
- Claim an unemployment repayment
- Update your civil status
- Upload supporting documentation for a claim

Viewing your pay and tax details

You can now access your pay and tax information reported by your employers since January 2019 through PAYE Services in myAccount.

Only pay and statutory deductions can be viewed. Your employers does not report non-statutory deductions to Revenue, such as union subscriptions or credit union payments.

If you notice any discrepancies between the information shown in myAccount and those on your payslip, you should contact your employer.

Create a document containing your pay and tax information

You can now create a secure document (PDF) summarising your pay and tax details. The summary is password protected. This document will be useful if you want to provide proof of income to any person or body, such as a financial institution, a solicitor or local authority. It can be used for the purposes of applying for a loan, mortgage, grants or similar applications.

You can include one or all of the following:

- pay and tax details to date for the current year to date
- Full details of any payments received from your employer(s) for the last 1 – 3 months
- End of Year Statements (P21s) for the last four tax years.

Future enhancements and end of year changes

Employment Summary Detail

Did you know that your employer is no longer obliged to provide you with a P60?

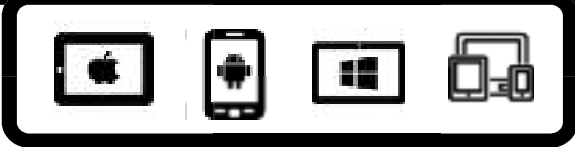
Instead you will have access to an Employment Detail Summary, through PAYE services on myAccount. This document will contain your pay and statutory deductions for each employment/pension held by you during the year. Revenue will make this available to its customers from early 2020.

End of year statement

Revenue will make a preliminary End of Year Statement available to all PAYE customers from 15th January 2020. This statement will be based on income and statutory deductions reported by all of your employers during the year. The statement will show whether you have paid the correct tax. If you want to claim additional tax credits or declare additional income you will complete and submit an online return.

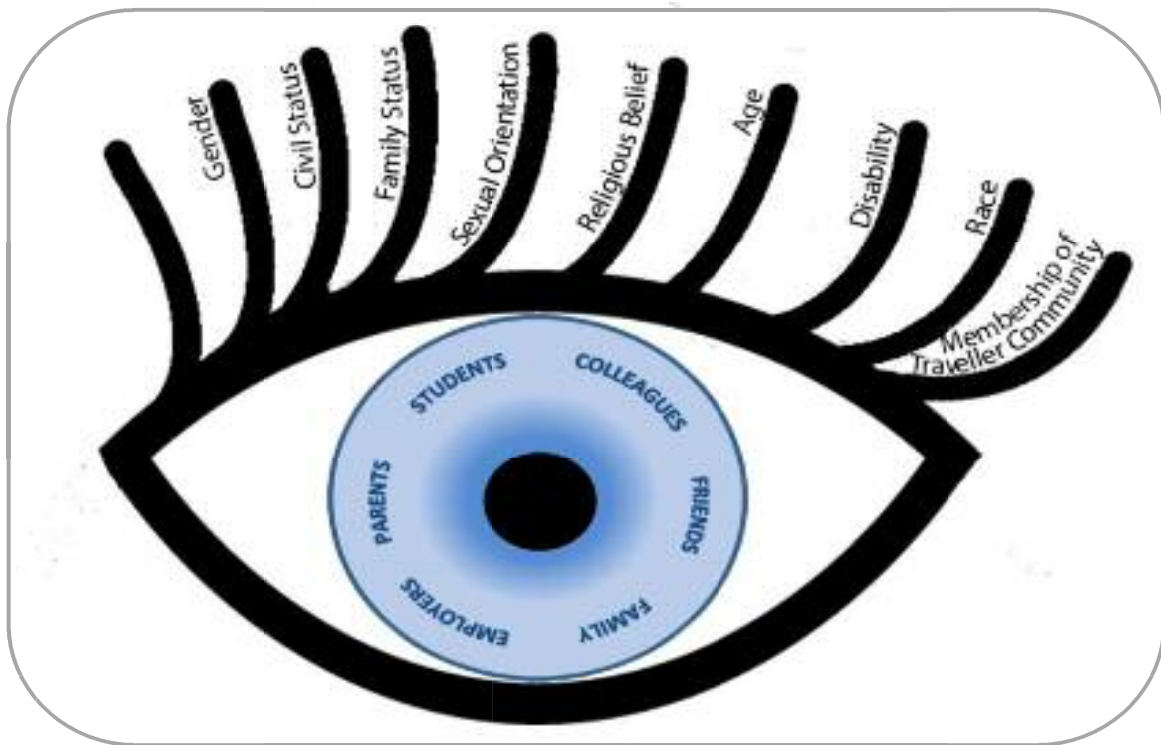
Communications

Revenue will launch a media campaign to make customers aware of these changes nearer to the time. Revenue encourage all customers to register for myAccount at www.revenue.ie/myaccount to take advantage of these enhancements and make it easier to manage your tax affairs.



Who could see this?

Posting is Permanent



#pausebeforeyoupost

Think before you talk, tap, post or send



Think Equality Act Equality

www.tui.ie



#tui @tuiunion



TUI PROFESSIONAL DEVELOPMENT PROGRAMME

PRE-RETIREMENT SEMINARS 2019 / 2020

DATE	VENUE	✓ Tick box for preferred venue
Wednesday 27th November 2019 9.00am - 4.30pm	Castletroy Park Hotel, LIMERICK	<input type="checkbox"/>
Thursday 6th February 2020 9.00am - 4.30pm	Ashling Hotel DUBLIN 8	<input type="checkbox"/>

**Places are limited and will be allocated on a first-come first-served basis.
Please ensure you complete this form in full and return to the postal address below.
Alternatively, you may email the completed Application Form for the attention of
Lesley Conville to: lconville@tui.ie**

APPLICATION FORM

Name _____

School/College _____

Telephone Number _____

Email Address _____

**TUI, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89
Telephone: (01) 4922588**

***Please note**

The Ashling Hotel is located a 2 minute walk from Heuston Train Station and the LUAS red line (museum stop).
Park & Ride is also available at the Red Cow.

RMA News

By now we are well into the 2019/20 school year and the RMA has been very active in recent months. The Management Committee held its first meeting on September 19th and the Alliance also has also held a number of meetings.

So far this term, branch meetings have taken place in Dublin, Cavan, Cork, Sligo/Leitrim, Louth, The Midlands, Kerry, Limerick/Clare/ Tipperary, the South East and Meath. I would remind members that our constitution allows a member to participate in whichever branch is nearest to them. This time of the year is also when Branch AGMs take place. Branch Officers should update us when there are changes, and should perhaps take a look at the constitution (on the website) regarding requirements. If funding is required from the RMA, the Branch Treasurer should submit a statement of expenditure for the year. In any event, this should be submitted in any event after the Branch AGM.

The membership of the RMA is constantly changing. Each year, members pass, others forget to renew, but, of course, we get new blood too and this year over 60 new members have joined already. However, we know that there are many more potential members out there. On behalf of the RMA Officers and Management Committee, I want to thank the President, Vice-President, General Secretary and the TUI Area Representatives for their work in encouraging retirees to join the RMA and their help in encouraging

Branches to fund the first year's subscription for new RMA members.

As you read this, our Autumn Break in Waterford has come and gone. While there, we were entertained nightly in Treacy's Hotel and our tour took us to the Hook Peninsula and Hook Lighthouse – the oldest functioning lighthouse in the world. Having lunched there, we also visited Tintern Abbey, which boasts beautiful walks and gardens. Arrangements for our Spring Break are well in hand. You might want to note the dates – March 24th, 25th and 26th in The Rose Hotel in Tralee. Very soon the booking form will be available on www.rmatui.ie. A great rate has been negotiated - €180 pps, and a single supplement of €10 per night. As usual, it will be three nights DBB and we hope you can join us. Tour details will be on the booking form.

Members should check the website for pension news. Issues with CL 2/18 have been raised on our behalf at the ICTU. Also, the Alliance has been in discussion with various Oireachtas members regarding legislation which would facilitate representation of pensioners at pay and pension negotiations.

By now all RMA members have received their TUI Diary/Handbook. But remember, if you don't pay your subscription, don't expect to be on the mailing list in future. We encourage members whose pensions are paid by PSSC (retirees from VECs/ETBs/loTs) to complete the 'consent' form available on www.rmatui.ie and send it to our

Treasurer, or any Officer of the RMA.

Finally, I want to encourage all retired TUI members:

- a) to join RMA TUI if you haven't already done so and
- b) to attend at least some RMA Branch meetings.

Most branches have a social and/or cultural dimension, with theatre/ cinema visits, guest speakers at meetings, Christmas lunches, trips and so on. National Officers of the RMA regularly attend the local meetings to provide updates on the work of the Management Committee, our dialogue with TUI and reports from the Alliance of Retired Public Servants.

Dan Keane,
RMA Secretary



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cornmarket
 group financial services Ltd

Congratulations to
Vol 42 No 1 winner
Tara Walsh, Adamstown
Community College,
Adamstown, Lucan, Co Dublin

Crossword

€250 prize for the first correct answer drawn from the entries

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

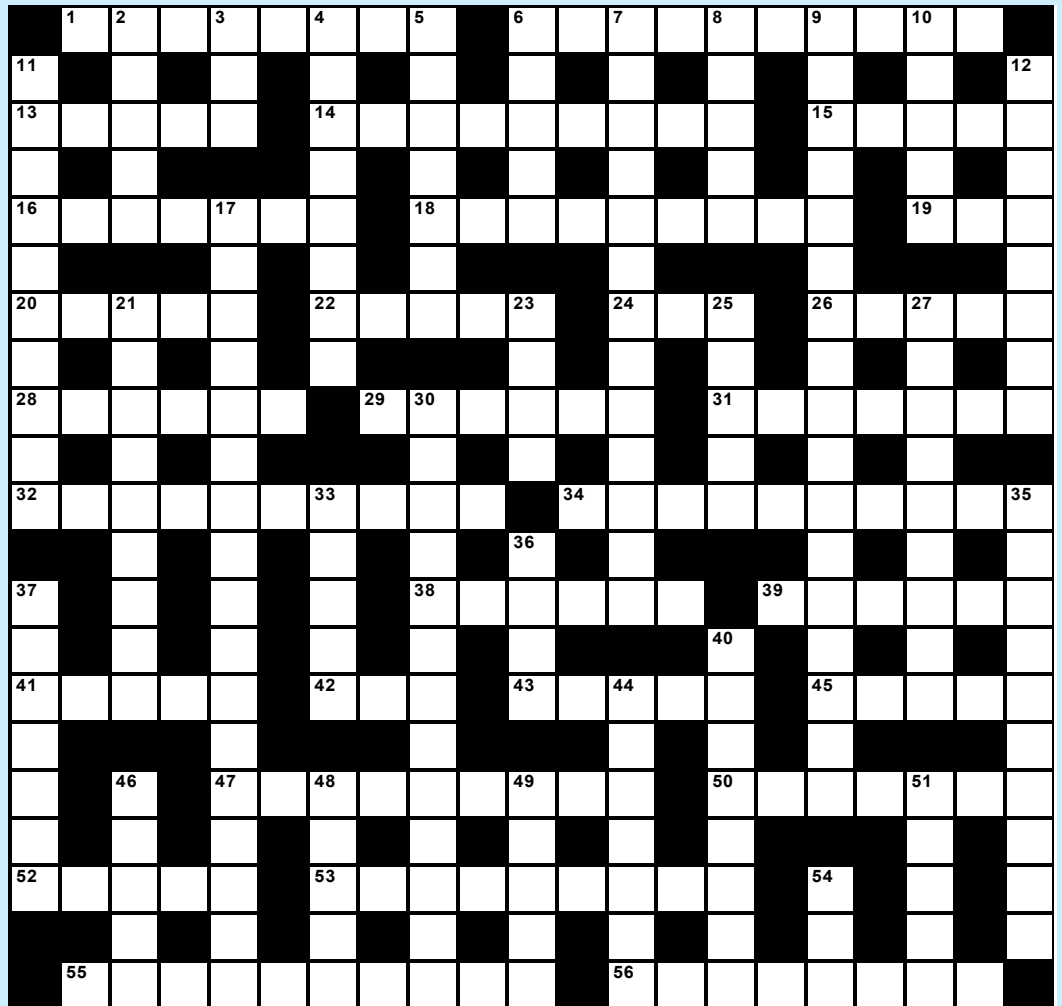
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
 November/December '19, TUI,
 73 Orwell Rd, Rathgar, Dublin 6.

Closing date for entries:
 Friday, 10th January 2020



ACROSS

- 1 Motto of Aston Villa FC (8)
- 6 A tract of land set aside for al fresco eating (6,4)
- 13 A person who is competing for the same object or goal as another (5)
- 14 ----- Days. 1986 studio album by Norwegian pop group a-ha (9)
- 15 Excessively fat (5)
- 16 A light roll made from an egg batter similar to that of Yorkshire pudding, typically baked in muffin tins (7)
- 18 American variety of salami, made from cured pork and beef mixed together and seasoned with paprika or chili pepper (9)
- 19 A usually soluble substance for staining or colouring e.g. fabrics or hair (3)
- 20 Appeal or request earnestly (5)
- 22 A set of small pieces of stiff paper marked in various ways and used for playing games or for telling fortunes (5)
- 24 --- Invictus - the official sun god of the later Roman Empire and a patron of soldiers (3)
- 26 Use to one's advantage (5)
- 28 A quantum of electromagnetic radiation; an elementary particle that is its own antiparticle (6)
- 29 In flames; burning (6)
- 31 Make impure in a bad way; make something harmful, especially by the addition of some unwanted substance (7)
- 32 Showing reason or sound judgment (10)
- 34 The act of subjugating by cruelty (10)
- 38 In a continuing forward direction; ahead (6)
- 39 2007 American true crime thriller film directed by David

- Fincher (6)
 - 41 A horse bred or trained to pace (5)
 - 42 Up to the present time (3)
 - 43 A brief stanza concluding certain forms of poetry (5)
 - 45 A Latin American dance similar in rhythm to the rumba (5)
 - 47 The dividend of a fraction (9)
 - 50 A fractional monetary unit of several countries (7)
 - 52 Strong cotton or wool fabric of dull brownish-yellow colour, especially military clothing (5)
 - 53 80 (archaic) (9)
 - 55 Large-headed, brightly-coloured bird with a short tail and long sharp bill; usually crested and bright-coloured; feed mostly on fish (10)
 - 56 Entrap (8)
- DOWN**
- 2 Increase the number of rotations per minute (3,2)
 - 3 A close friend, esp. one who often acts as a companion (3)
 - 4 Limit access to (8)
 - 5 Pipette consisting of a small tube with a vacuum bulb at one end (7)
 - 6 A model whose mass-produced pictures see wide appeal as popular culture (3-2)
 - 7 A cleaning implement with revolving brushes for cleaning carpets (6,7)
 - 8 Hut; usually built of blocks (of sod or snow) in the shape of a dome (5)
 - 9 A large hairy humanoid creature said to live in the Himalayas (10,7)

- 10 To correct usually by textual alterations (5)
- 11 Writing paper that is printed with fine lines making up a regular grid (5,5)
- 12 A signal to get up in the morning; in the military it is a bugle call at sunrise (8)
- 17 Technology for the reception and transmission of audio-video signals by users at different locations, for communication between people in real-time. (5-12)
- 21 An abnormally egotistical person (9)
- 23 German Eurodance group who had a hit with Rhythm is a Dancer in 1992 (4)
- 25 A pariah who is avoided by others (5)
- 27 A silvery ductile metallic element found primarily in bauxite (9)
- 30 Carrying some project or intention to full completion (6-7)
- 33 A narrow street with walls on both sides (5)
- 35 A tract of land used for burials (ancient) (10)
- 36 Affectedly dainty or refined (4)
- 37 A speech of exhortation attempting to instil enthusiasm and determination in a team or staff (3,4)
- 40 Marked by prudence or modesty and wise self-restraint (8)
- 44 Using or containing too many words (7)
- 46 Partly, to some degree, partly similar (5)
- 48 Civilian dress worn by a person who is entitled to wear a military uniform (5)
- 49 A weapon that fires wires to deliver a temporarily paralysing electric shock (5)
- 51 Declare invalid (5)
- 54 Related by blood (3)